

31 MAY 1995

FOREWORD

ACQUISITION WORKFORCE PROGRAM OVERVIEW

1. Introduction

a. The DON AWP is a career development and management program established to implement provisions of the Defense Acquisition Workforce Improvement Act (DAWIA) (PL 101-510) and associated DOD regulations. It is applicable to both military and civilian personnel.

b. The AWP is designed to enhance the quality of the acquisition workforce, both by attracting highly qualified new personnel and improving the skills and knowledge of current personnel. To accomplish this, the AWP provides a uniform approach to workforce accession, development, and retention. AWP policies and procedures supplement existing military and civilian personnel management regulations.

2. Acquisition Positions and Workforce. The foundation of the AWP is the designation of acquisition positions and the acquisition workforce.

a. DON acquisition positions are grouped into 13 acquisition categories and assigned to one of three certification levels depending on the acquisition functions and grade of the position. All military and civilian acquisition positions have training and experience requirements and some have education requirements. Some of these requirements are statutory, i.e., based in law, and others are regulatory, i.e., established by DOD or DON regulation. For civilian positions, these requirements are in addition to the basic qualification requirements specified in the Office of Personnel Management (OPM) Qualification Standards Handbook.

b. The acquisition workforce is comprised of both military and civilian personnel assigned to acquisition positions and members of the APC. The AWP provides education, training, and experience opportunities for workforce members to meet the requirements of their positions and career fields.

3. Contents. These procedures are divided into four main parts. Part 1 addresses positions. It includes such subjects as how to identify and designate acquisition positions, position requirements, and procedures for filling these positions. Part 2

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addresses the acquisition workforce. It includes such subjects as acquisition career development, career field certification, methods for meeting training and education requirements, and APC membership. Part 3 addresses reporting and evaluation requirements and part 4 provides definitions for commonly used AWP terms.